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"And as ye go, preach, saying, The kingdom of heaven
is at hand"—*Matt. x, 7.*

Missionary Guide

CONTAINING

RULES AND REGULATIONS

FOR

MISSIONARIES

OF THE HOME AND FOREIGN MISSIONARY
DEPARTMENT OF THE AFRICAN
METHODIST EPISCOPAL
CHURCH


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PREFACE

The "Missionary Guide" is published for the benefit of all missionaries of the African Methodist Episcopal Church, both in the home field and in the foreign field; also for those who may be home on furlough and those who think of becoming missionaries under the Home and Foreign Missionary Department. It aims to present, in as brief a form as possible, such rules as may be absolutely necessary and helpful. The Guide is not a contract, but is intended for instruction for all who may enter upon missionary activities. It is not supposed to be a code of laws enacted by the General Conference, but a fixed rule, made by the consent of the members of the Board for our future guidance in carrying forth the great missionary enterprise of the church. The Board may at any time change these rules or amend them; of such change or amendment, due and timely notice will be given to all missionaries.

Older and more experienced Missionary Boards of other denominations, as well as our own experience, have shown us that a deal of confusion and misunderstanding may arise among missionaries from the home base as well as from the field, by neglect of making and observing some fixed rules for our government, hence, all

missionaries are required to familiarize themselves with the contents of this guide and to keep a copy of it on hand for constant reference.

The spiritual aspects of the missionary work are entitled to the foremost place in the thought and affections of all who engage in it. Applicants who offer their service for the work of spreading the Gospel should do so under a sense of being divinely called to it and should seek their reward in their blessed Lord's approval. For His sake, they should be willing to make sacrifices, accept a life of steady, unnoticed labor, expecting, as did the Apostle Paul, to continue until death, looking for reward and rest in the home our Father has prepared for His faithful ones. Missionaries and all the friends of missions should stand together with mutual sympathy in these and other purposes, endeavors and hopes; and it must ever be deeply felt that the relation between missionaries and members of the Board should be harmonious, pleasant and co-operative, though they be depending far less on formal rules than on their common experience of divine grace—that grace which inspires forbearance, meekness and love. With the purpose of furthering these principles, this “Missionary Guide” is given chiefly for the business relations of the Missionary Department and its missionaries.

J. W. RANKIN,
Secretary-Treasurer.

Missionary Guide

Of the Home and Foreign Missionary Department of the African Metho- dist Episcopal Church.

The matter of Foreign Missions and that of Home Missions of The African Methodist Episcopal Church is controlled in and under one Board, known as the Home and Foreign Missionary Department with the following branches known as auxiliaries to the Parent Body:

1. Parent Home and Foreign Missionary Society.
2. Local Home and Foreign Missionary Society.
3. Parent Woman's Mite Missionary Society.
4. Annual Conference. Auxiliary Societies.
5. Women's Home and Foreign Missionary Society, with its Auxiliary Societies.
6. Board of City Missions.

The Missionary Board is composed of one Bishop (as President), together with one member from each Episcopal District, who are appointed by General Conference every four years. The General Secretary, known as Secretary-Treasurer, is elected once every four years by the General Conference. His duties are to superintend the

entire Missionary Department, both home and foreign.

THE DUTIES OF THE BOARD OF MANAGERS

The Board of Managers shall have power to make By-Laws not inconsistent with the Constitution or genius of Methodism, fill all vacancies that may occur among the officers of its own election, select fields to be occupied, appoint missionaries and arrange for the general conduct of the affairs of the Department. They shall also present a statement of their transactions to the Church annually through the Corresponding Secretary and submit a report to the General Conference once every four years.

QUALIFICATIONS OF MISSIONARIES

The following qualifications should be possessed by those who seek appointment as missionaries.

1. An essential qualification for a successful missionary is that he should first be called of God to take upon him such work and that he shall have a love for the work he desires to enter upon.

2. Good Health.

The climate and work in other lands are much more trying than at home. Hence, a sound physical constitution is necessary.

The rule among older missionary work is, that applicants for the missionary fields be examined by a medical examiner selected by the Board. We do not now, however, require examination, but must feel safe in the fact that the applicant for the missionary field possesses good health.

3. Education.

We need trained missionaries in most of our missionary fields because of the frequent demand upon them to take in and translate the dialects of the natives in the country to which they may be appointed. No missionary can successfully teach the natives in heathen lands unless he is sufficiently educated to not only study their language, but he must also be able to translate their language so as to present them the Gospel in the simple tongue with which they are familiar. Men who are unable to master a new language are handicapped in missionary work, for the natives are certain to discount and discredit any man who is unable to use their language fluently and correctly. Also practical wisdom is needed, that is, ability to deal with new problems which constantly arise, and to adopt new methods.

4. Absolute Faith in the Gospel Which He Must Preach.

An unshaken confidence in the Gospel of the Son of God is the essential element

for the success in any missionary. He must first know that the "Gospel is the power of God unto salvation to every one that believeth." With this implicit faith in the Gospel of the Son of God, one may go with a full assurance of success through Divine Leadership.

5. Application to be Appointed a Missionary.

A formal application must be made to the Board of Missions, through the General Corresponding Secretary of the Missionary Department, at least thirty days before such application shall be acted upon. A Bishop who may have charge of a Missionary District or field, and who may desire missionaries to go to his field, must nominate or select such persons and send their applications to the Secretary, who may notify the parties so nominated or selected that their application has been filed in his office, and request them to furnish him with necessary references as to their general ability to do missionary work.

Upon receiving such intelligence, the General Secretary shall present the application, with all information he may have received, to the Executive Committee of the Board, who may, after due consideration, elect the applicant as missionary for the field for which he or she may be needed, and the General Secretary of the Department may notify the applicant of their election and appointment.

6. Wives, Single Women and Medical Missionaries

1. Wives.—It is necessary for the wives of the missionaries to be examined as carefully as their husbands. Should they be feeble or irritable, they will place their husbands at a great disadvantage, and their work will be seriously injured. They are expected to give as much of their time and energy to the work as their household duties will permit.

2. Single Women.—Single women who desire to do foreign mission service may make their application to the Missionary Board, through the General Secretary, in person or in writing. They should have a good education (college, if possible) and in most cases, a course in a training school. Those who are accepted are required to spend a year in special training at some regular missionary training school that may be designated by the Secretary of the Missionary Department.

3. Medical Missionaries.—Our need of Medical Missionaries is seen and felt, especially in Africa, where hundreds of our people are dying for the want of medical attention and sanitary training. We welcome applications for Medical Missionaries to go into our foreign fields at any and all times. But a Medical Missionary should be a graduate from a regular medical college, and, as well, he should be called of God, so

that while he is able to heal the body, he should let it be his primary effort to heal the soul. He should be sound in the faith of the Lord Jesus Christ and fully qualified to teach or preach.

7. Designation of Field.

In exceptional cases, missionaries are appointed to fill particular places, vacancies in definite fields. As a rule, however, appointment as a missionary of the Board is an appointment to foreign missionary service in general. The designation of appointees to particular countries or missions is made by the Board after careful survey of all known needs. So far as possible, the preference of a candidate for a particular field is regarded.

SALARY

The salaries of missionaries shall be classified to be known as: Salaries on the Field and Home Salaries. Missionaries, when on the field, receive field salaries, and when on furloughs at home, receive home salaries. The salaries of the missionaries shall be paid in quarterly payments.

FIELD SALARY

The salary of foreign missionaries when upon the field shall not exceed Eight Hundred Dollars per annum, nor be less than Two Hundred Dollars per annum. The salary for married men upon the field shall be from Three Hundred Dollars to Eight

Hundred Dollars per annum, according to the judgment of the Board when in their annual meeting. The same shall be paid by the Secretary - Treasurer, quarterly, as above stated. The salary for single men on the field shall be from Two Hundred Dollars to Three Hundred Dollars per annum, as may be arranged by the Board. A special grant, however, will be given of Twenty-five Dollars to married men for each of their children over the age of twelve who may be living in America, Europe or in their field. The salary for married women missionaries on the field shall be Three Hundred Dollars per annum. For single women, Two Hundred Dollars per annum. Traveling expenses of all missionaries will be provided for by the Board and paid by the Secretary and Treasurer.

HOME SALARY

In case a missionary is granted a furlough to come home from the field, or be called away from the field, their traveling expenses shall be defrayed by the Department also; but no traveling expenses shall be furnished to missionaries who leave the field on their own accord to solicit funds or upon any other duties other than service for which they have been engaged. The home salary for married missionary men shall be at the rate of Four Hundred Dollars per annum. The home salary for single men shall be two Two Hundred Dollars per

annum. For single women it shall be One Hundred and Fifty Dollars per annum. For married women, Two Hundred Dollars per annum.

MISSIONARY PASSPORT

It is important, in some cases almost indispensable, that each missionary, before leaving this country for foreign fields, should secure a passport, which can be secured from the Secretary of State at Washington, D. C., at a payment of about one dollar.

MISSIONARIES ON THE FIELD

Missionaries should first give their special attention to the work of acquiring accurately the language of the country, and, except under pressure of other great interests, no other work should be allowed to interfere. In pursuit of their studies, and in the care and preservation of their health, new missionaries should follow closely the counsel of older and more experienced members of the mission force. Due attention to this point will prevent many failures and promote usefulness. No outside work should be done without consultation with the Missionary Board, through its Secretary. All money received for such work shall be applied on salary and reported to the Missionary Department.

VACATIONS

Vacations should be arranged so that the work will suffer as little as possible. Before leaving for vacation, the missionary should confer with the Advisory Committee (if any), or to the Missionary Department, and secure its approval. Medical missionaries should serve free of charge, and where there are no medical missionaries, the Missionary Board should pay one-half of the expense of medical treatment.

TERM OF SERVICE AND FURLONGHS

The appointment of a missionary contemplates a service of five consecutive years, if it is the Lord's will. At stated periods, however, the missionaries are allowed to come home on a furlough. In case of sickness the consent of the Advisory Committee or Bishop on the field should be secured. This should be forwarded to the Missionary Department at once with a medical certificate, signed by one or two physicians or endorsed by the Bishop on the field.

Furloughs

Furloughs are given to restore the health of a missionary, and to qualify them more perfectly for the further prosecution of the work. The furlough will not exceed one year at any time. This does not include the time required for the direct journey to

and from the field. Missionaries should arrange, when it is possible, to leave the field at such time that they can return in a year without any injury to their health, and in the meantime they should plan their furloughs so that a sufficient number will be on the field to carry on the work; they should never leave their people without some one to look after them. Before sailing for home a missionary should notify the Missionary Department as to the date of his or her expected arrival and at what place he expects to land. Such information may be beneficial to the missionary and to the home churches. During the period of furloughs, the salary, designated as "home salary," shall be paid. Missionaries at home on a furlough are expected to give such time to the interests of the work among the home churches, under the direction of the Missionary Department, as may be possible. Unless the time of the missionary's furlough is extended by the Missionary Board, his salary will of course cease after the expiration of one year.

RIGHT TO RECALL AND THE WITHDRAWAL OF MISSIONARIES FROM THE FIELD .

The Missionary Board reserves the right to recall missionaries or revoke their appointment for sufficient reasons. When it appears that the missionary cannot work harmoniously with his associates, or that

he is not adapted to the field work, or if it appears that his usefulness is open to serious question, the Board reserves the right to recall him, paying his traveling expenses home.

Should a missionary withdraw from the service of the Missionary Department within three years, to enter upon any other service on the field, he shall be expected to reimburse (in part at least) the money expended in educating and preparing him for our work.

WORK AT HOME

It is expected that missionaries while in the United States will avail themselves of all reasonable opportunities to arouse zeal and interest of individuals and churches and other organizations in mission work. They are to work under the approval of the Missionary Board.

RELATION OF RETIRED MISSIONARIES TO THE MISSIONARY DEPARTMENT

When disabled missionaries return to this country with the approval of the Missionary Department, the Secretary and Treasurer will make such grants toward their support as the circumstances of each case shall require, it being understood:

1. That no pensions or annuities are to be settled upon any person, and that no

grant is to be given, except in extraordinary cases, for any other than the current year.

2. That, except in extraordinary cases, after a lapse of a year from the return, no grant is to be made to missionaries who are not disabled by sickness and yet are not expected to resume their missionary labors.

3. That missionaries who return on account of sickness, and recover their health and remain in this country, are no longer to be regarded as having any claims upon the Missionary Department for pecuniary assistance.

UTTERANCES OF GREAT MISSIONARIES

Compiled by Rev. J. W. Rankin, D.D.

"Let us advance upon our knees."—Joseph Hardy Neesima.

"Tho' a thousand fall, let not Africa be given up."—Melville Cox.

"My heart burns for the deliverance of Africa."—Alexander Mackay.

"Rock, rock, when wilt thou open to my Saviour?"—Francis Xavier.

"Expect great things from God; attempt great things for God."—William Carey.

"While God gives me strength, failure shall not daunt me."—Allen Gardiner.

"Prayer and missions are as inseparable as faith and works."—John R. Mott.

"That land is henceforth my country which most needs the Gospel."—Count Zinzendorf.

"Go to Africa? Yes, my Lord commands, and I am afraid not to go."—Horace N. Bouey.

"The Gospel has no greater enemy on the West Coast of Africa than rum."—Dr. Polhemus.

"We cannot serve God and mammon, but we can serve God with mammon."—Robert E. Speer.

"If I had a thousand lives to live, Africa should have them all."—Charles Frederick McKenzie.

"Let me fail in trying to do something rather than to sit still and do nothing."—Cyrus Hamlin.

"In the Kongo Free State the battle will be between the bottle and the Bible."—F. P. Noble.

"I am tired of hearing people talk about raising money; it is time for us to give it."—John Willis Baer.

"All genuine missionary work must, in the highest sense, be a healing work."—Alexander Mackay.

"He prays not at all in whose prayers there is no mention of the Kingdom of God."—Jewish Proverb.

"Kindness is the key to the human heart, whether it be that of savage or civilized man."—John Williams.

"If you want to serve your race, go where no one else will go and do what no one else will do."—Mary Lyon.

"The greatest foes of missions are prejudice and indifference, and ignorance is the mother of them both."—Anon.

"In coming to Africa, fear not the African climate, for God in the form of man visited Africa long ago."—Hence McKinney.

"Though sick, I cannot retire from work. I am the Lord's servant, so must be at work when He comes."—J. I. Buchanan.

"Should I not return home, do not grieve for me; it is just as near to heaven from Africa as from America."—Lillie B. Johns.

"The best way to raise missionary money: Put your hand in your pocket, get a good grip on it, then raise it!"—Miss Wishard.

"I have been in India twenty years, and if I had twenty lives to live I would give them all to that sin-cursed land."—Mrs. J. C. Archibald.

"Even if I never see a native converted, God may design, by my patience and continuance in the work, to encourage future missionaries."—Henry Martyn.

"Facts are the fingers of God. To know the facts of modern missions is the necessary condition of intelligent interest."—Arthur T. Pierson.

"Unprayed for I feel like a diver at the bottom of a river with no air to breathe, or like a fireman on a blazing building with an empty hose."—James Gilmour.

"Information is the true foundation of missionary interest. Special appeals will arouse enthusiasm for a time, but it will not last."—Charles Cuthbert Hall.

"We are the children of the converts of foreign missionaries, and fairness means that I must do to others as men once did for me."—Maltbie Babcock.

"A true disciple inquires not whether a fact is agreeable to his own reason, but whether it is in the Book."—Adoniram Judson.

"I cannot, I dare not, go up to judgment till I have done the utmost God enables me to do to diffuse His glory through the world."—Asahel Grant.

"Nothing earthly will make me give up my work in despair. I encourage myself

in the Lord, my God, and go forward.”—David Livingstone.

“The church has no other purpose in existence, no other end to serve, save the great end of giving the Gospel to the world.”—Bishop Hendrix.

“There is needed one more revival among Christians, a revival of Christian giving. When that revival comes, the Kingdom of God will come in a day.”—Horace Bushnell.

“America is another name for opportunity. Our whole history appears like a last effort of divine Providence in behalf of the human race.”—R. W. Emerson.

“Emotion is no substitute for action. You love Africa; ‘God so loved that He gave’—what? Superfluities? Leaving? That which cost Him nothing?”—George L. Pilkington.

“The man who prays ‘Thy Kingdom come,’ and does not give some just proportion of his income to promote the Kingdom, is a conscious or unconscious hypocrite.”—Francis E. Clark.

“‘Here am I; send me—to the first man I meet or to the remotest heathen’—this is the appropriate response of every Christian to the call of God.”—Augustus C. Thompson.

“More consecrated money—money which has passed through the mint of prayer and faith and self-denial for the Lord’s sake—is the greatest demand of our time.”—A. J. Gordon.

“Get close to the hearts you would win for Christ. Let your heart be entwined with their hearts; let no barrier come be-

tween you and the souls you would reach.”
—George L. Pilkington.

“China has no sorrow that Christ’s message cannot cure; India has no problem it cannot solve; Japan no question it cannot answer; Africa no darkness it cannot dispel.”—Judson Smith.

“It is ours either to be the grave in which the hopes of the world shall be entombed, or the pillar of cloud which shall pilot the race onward to millennial glory.”—Alexander Hamilton.

“All I pray for is that I may patiently await God’s good pleasure, and whether I live or die, it may be for His glory. I trust poor Africa and South America will not be abandoned.”—Allen Gardiner.

“Smitten with fever and at times seemingly forgotten by friends in the home land, I am not alone. ‘Into all the world’ is the command of my Lord, and I am trying to obey.”—Solomon Cosby.

“He who faithfully prays at home does as much for foreign missions as the man on the field, for the nearest way to the heart of a Hindu or Chinaman is by way of the throne of God.”—Eugene Stock.

“To learn facts takes pains and patience, but nothing save holiness commands such homage as a thorough mastery of facts. It is the rarest and costliest product in the mental market.”—Arthur T. Pierson.

“I am a missionary, heart and soul. God had an only Son, and He was a missionary and a physician. A poor imitation of Him I am, or wish to be. In this service I hope to live, and in it I wish to die.”—David Livingstone.

"Our plea is not, 'America for America's sake,' but 'America for the world's sake.' If this generation is faithful to its trust, America is to become God's right arm in his battle with the world's ignorance and oppression and sin."—Josiah Strong.

"Love of God and love of country are the two noblest passions in a human heart. And these two unite in home missions. A man without a country is an exile in the world, and a man without God is an orphan in eternity."—Henry Van Dyke.

"The slave trade has been to Africa a great evil, but the evils of the rum trade are far worse. I would rather my countrymen were in slavery and kept away from drink, than that drink should be let loose upon them."—Rev. James Johnson, a native African pastor.

"The great bars are gone and China is open; not the rim of China, but China. This great empire is sure to be one of the dominant world powers in the future. In working for China we are working for all nations and for coming ages."—Chauncey Goodrich.

"Here am I, Lord, send me; send me to the ends of the earth, send me to the rough, the savage pagans of the wilderness; send me from all that is called comfort in the earth, send me even to death itself if it be but in Thy service, and to promote Thy Kingdom."—David Brainerd.

"There are two little words in our language which I always admired—'try' and 'trust.' Until you try you know not what you can or cannot effect; and if you make your trials in the exercise of trust in God, mountains of imaginary difficulties will

vanish as you approach them, and facilities which you never anticipated will be afforded.”—John Williams.

“The men who, like Paul, have gone to heathen lands with the message, ‘We seek not yours, but you,’ have been hindered by those who, coming after, have reversed the message. Rum and other corrupting agencies come in with our boasted civilization, and the feeble races wither before the hot breath of the white man’s vices.”—Benjamin Harrison.

“There was a time when I had no care or concern for the heathen—that was when I had none for my own soul. When, by the grace of God, I was led to care for my own soul, I began to care for them. In my closet I said, ‘O, Lord, silver and gold have I none. What I have I give; I offer Thee myself! Wilt thou accept the gift?’” —Alexander Duff.

“Africa, robbed of her children, rifled of her treasures, lies prostrate before the rapine and greed of the Christian nations of the world. A slave pen and battlefield for ages, Christian nations—instead of binding up her wounds like the good Samaritan; instead of passing by and leaving her alone like Levite and Priest—have come to her with ten thousand ship loads of rum—hell’s masterpiece of damnation.”—Charles Satchell Morris.

“Tell the committee that in East Africa there is the lonely grave of one member of the mission connected with your society. This is an indication that you have begun the conflict in this part of the world; and since the conquests of the church are won over the graves of many of its members, you may be all the more assured that the

time has come when you are called to work for the conversion of Africa. Think not of the victims, who, in this glorious warfare, may suffer or fall; only press forward until East and West Africa are united in Christ.”—Johann Ludwig Krapf.

“Was it faith or love that influenced you most in going to Burma?” Judson was once asked.

“There was in me at that time little of either,” the great missionary replied; “but in thinking of what did influence me, I remember a time out in the woods behind Andover when I was almost disheartened. Everything looked dark. No one had gone out from this country. The way was not open. The field was far distant, and in an unhealthy climate. I knew not what to do. All at once Christ’s ‘last command’ seemed to come to my heart directly from heaven. I could doubt no longer, but determined on the spot to obey it at all hazards for the sake of pleasing the Lord Jesus Christ. If the Lord wants you for missionaries, He will send that word home to your hearts. If He does so, you neglect it at your peril.”

